

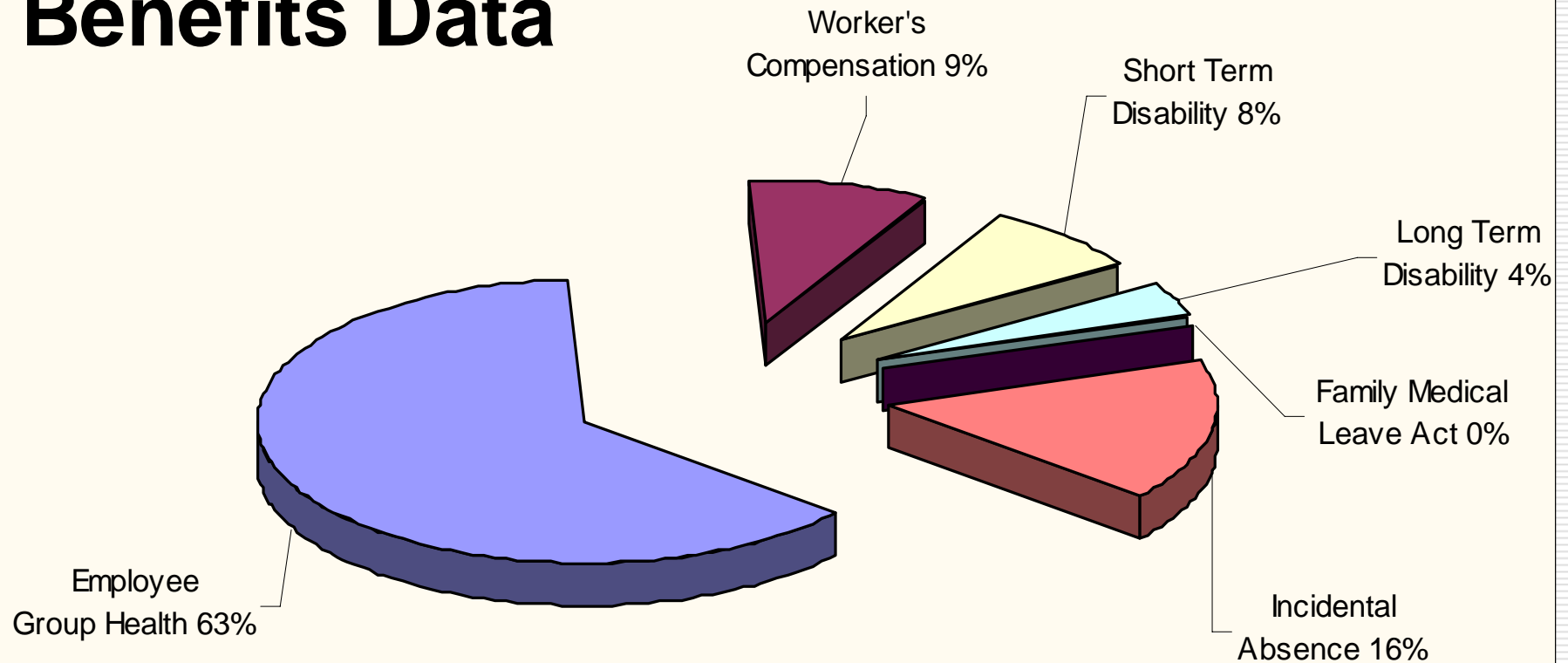
Total Health Management for Employers: Knowing, Acting and Changing

**Lee R. Campbell, M.D.
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Clarian Health**

Knowing The Challenge

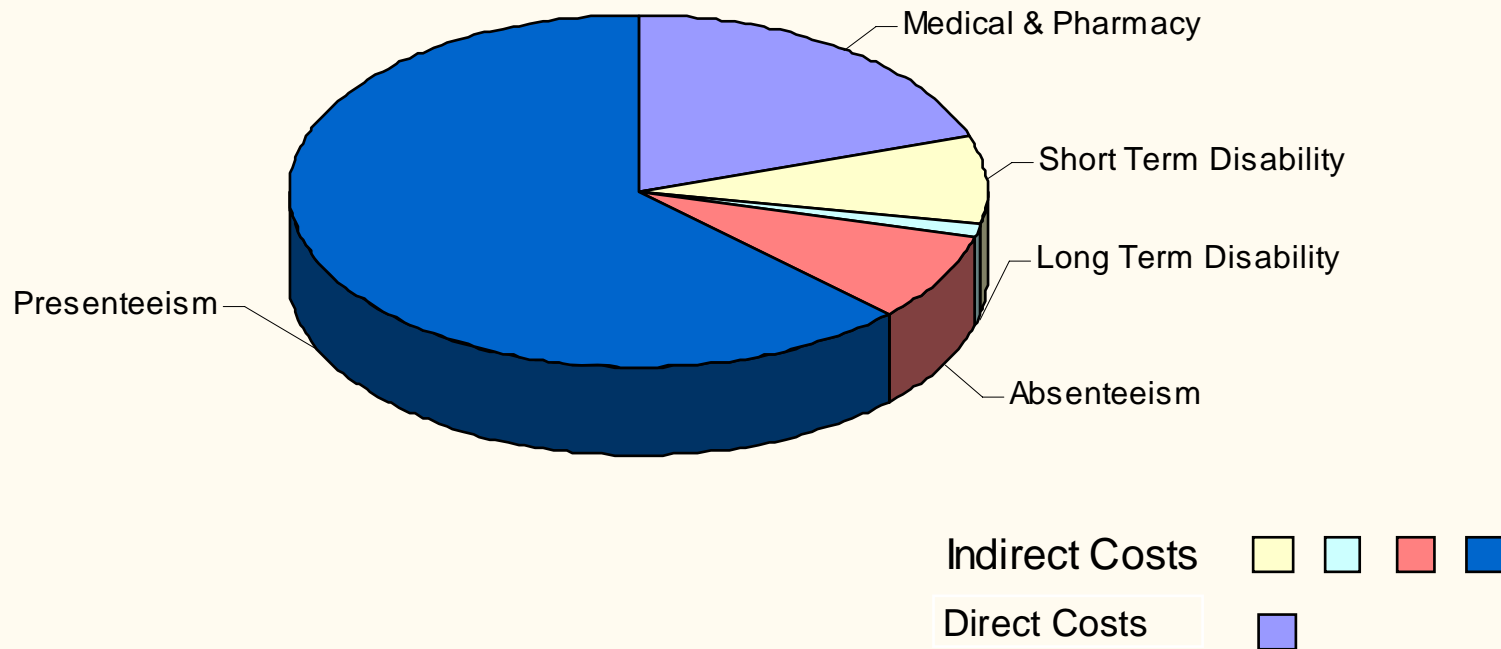
Traditional View: Paid Benefits

Benefits Data



What is the Real Cost Burden?

Benefits Data

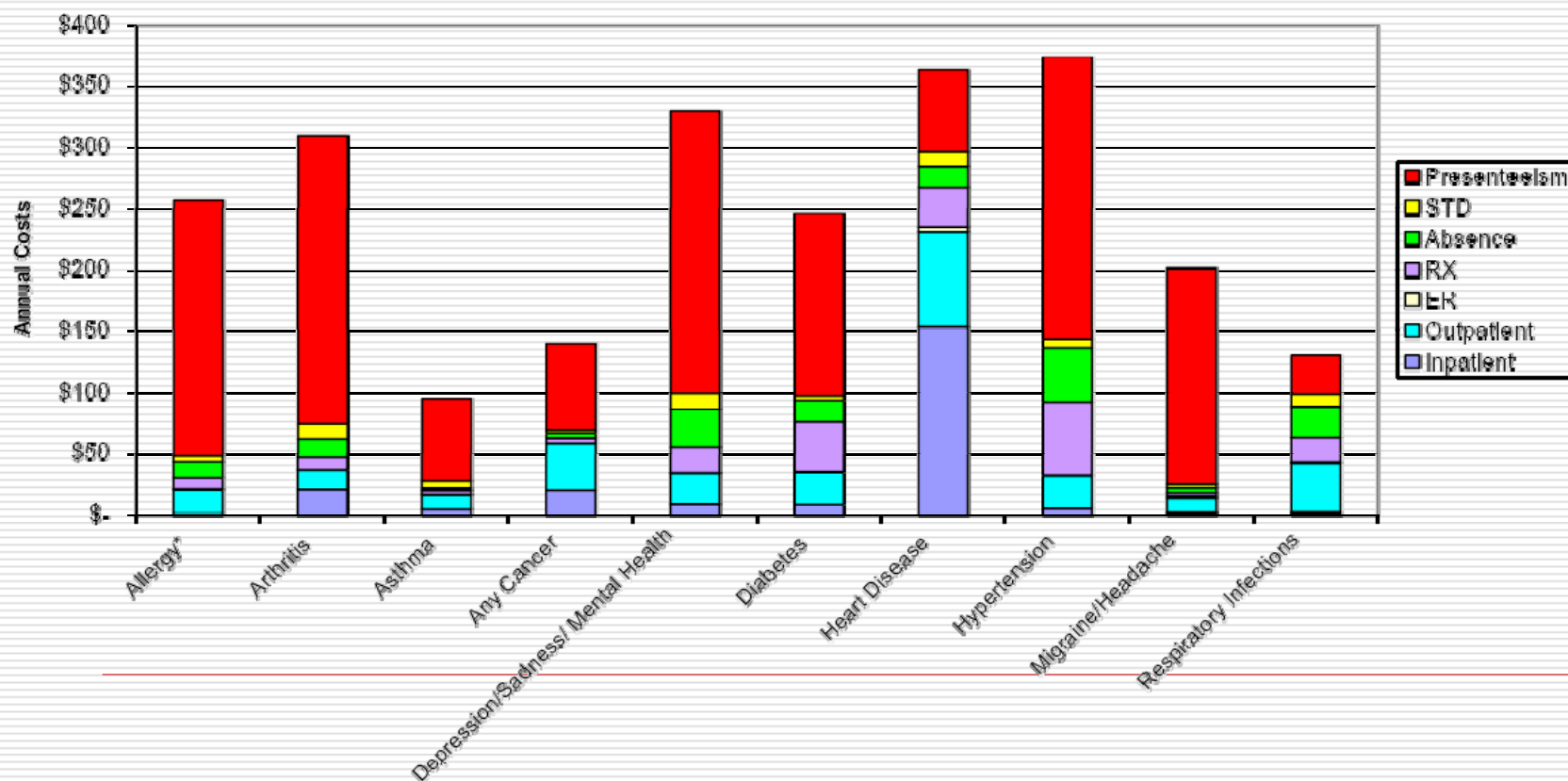


True Costs of Conditions

The Big Picture:

Overall Health and Productivity Cost Components

Direct and Indirect Burden of Illness, by Condition and Service and Area
(Using Low Impairment and Prevalence Rates for Presenteeism Component
and \$21.65/hour wage estimate)



Presenteeism – Absenteeism at Work

- ❑ Presenteeism – At work, but not feeling “up to speed”.
 - ❑ Presenteeism is a significant “hidden” organizational cost.
 - ❑ Migraine headache - U.S. cost of \$12B with ~70% lost productivity. (Burton-JOEM-2004)
 - ❑ Allergies – U.S. cost of \$2.8B lost productivity made up of 90% presenteeism & 10% absenteeism. (Burton-JOEM-2004)
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Traditional Attempts at Improvement

- ☐ Nothing – absorb cost increases
 - ☐ Premium burden shifting
 - ☐ Deductible increases (including CDHP)
 - ☐ Benefits reduction or elimination
 - ☐ Offering “hands-off” wellness and hoping for results (that are not measurable)
 - ☐ Seeking multiple vendors/options for solutions
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What does the “Market” have interest in obtaining?

- ❑ Heightened interest to increase the health & wellness programs offered.
 - ❑ Programs must demonstrate effectiveness in lowering health care costs & improving productivity.
 - ❑ Beginning to find more employers looking for a “total health management” solution that includes a continuum from wellness programs through to medical/occupational health clinics.
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Interests cont.

- ❑ Most who have programs have a variety of programs, but find a lack of coordination.
 - ❑ Most believe the programs are working but are less certain they can document effectiveness.
 - ❑ They want evidence of higher employee participation.
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Interests cont.

**We must lower our health
care costs!!!**

Clarian Health

A Call to Change.

**"If we continue to do the same we will
continue to experience the
same..... outcomes."**

CDC Benchmarking Project: Best Practice Criteria for HPM Programs

- 1. Employ features & incentives consistent with the organization's mission, goals, operations and administrative structures;**
 - 2. Simultaneously address individual, environmental, policy and cultural factors in the organization;**
 - 3. Target most important health issues in the organizations population;**
 - 4. Engage & tailor diverse components to the unique needs of individuals;**
-

CDC cont.

- 5. Demonstrate short & long term high rates of participation;**
 - ☐ **Achieve successful health outcomes, reduce medical expense, improve productivity and meet any additional organizational objectives;**
 - ☐ **Evaluation of success based on clear definitions of success as reflected by reports of metrics agreed upon by HPM provider and purchaser.**
-

Factors Associated with Successful HPM Programs

- 1. Ongoing program evaluation based on regular schedule of reports made up of agreed upon metrics with annual calculation of ROI;**
 - 2. Organizational commitment;**
 - 3. Identification of “Wellness Champions” in the organization;**
 - 4. Assure program link to business objectives;**
 - 5. Effective communication plan;**
 - 6. Incentives to participate;**
-

Success Factors cont.

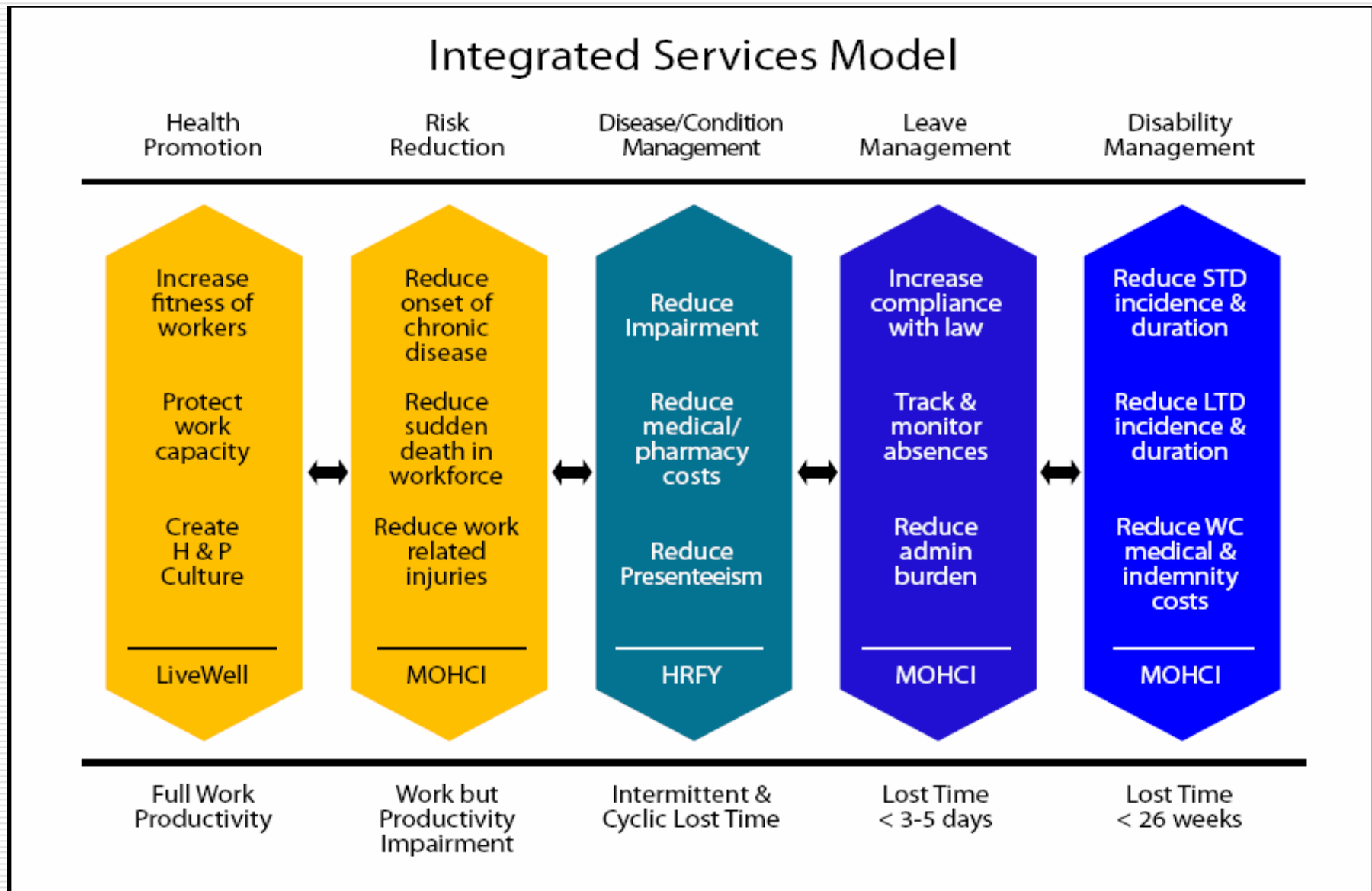
- 7.** Maintain confidentiality of participant health data;
 - 8.** Long term commitment to offering of program to participants (minimum of 3 years);
 - 9.** Evidenced based medicine programs that include attention to mental health issues and utilize behavioral change/interviewing techniques;
 - 10.** Coordination with community resources and providers.
-

The Total Health Management Model – HPM

Taking Action

Integrated Services Model

Data Management



Clarian's Total Health Management Team

Comprised of a dynamic team of experts in:

- ☐ Worksite Health Promotion & Wellness
 - ☐ Occupational Health
 - ☐ Psychology
 - ☐ Public Health
 - ☐ Information Technology
 - ☐ Health Education
 - ☐ Exercise Science
 - ☐ Nursing
 - ☐ Health Coaching
 - ☐ Health Policy
 - ☐ Health Administration
 - ☐ Pharmacy
-

Data Management and Case Tracking

- ❑ Use of state of the art integrated systems with HIPPA compliant data protection.
 - ❑ *“Johns Hopkins ACG”* system used for population analysis, stratification, case finding and outcomes reporting.
 - ❑ *“LVM”* Nurse Triage, Referral Management and employee/Client Centered Record keeping and reporting (HPM electronic record).
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Clarian Healthy Results®

- ☐ Health Risk Assessment
 - ☐ Biometric Screening
 - ☐ Risk Stratification
 - ☐ Targeted Interventions:
 - Lifestyle Management
 - Disease Management
 - ☐ Personal Health Coaching
 - ☐ Occupational Health
 - ☐ Employee Assistance
 - ☐ 24-Hour Nurse Line
 - ☐ Health Resources / E-newsletter
 - ☐ Onsite Fitness Classes
 - ☐ Educational Presentations and Displays
 - ☐ Special Events Planning
 - ☐ Health-related Workplace Policy
 - ☐ Incentives
 - ☐ Data Management/Ongoing Reporting, Evaluation & ROI
-

Lifestyle Management®

Health Coaching Philosophy:

- ❑ Empowerment: Employees are capable, creative and complete
 - ❑ Choice: Employees are responsible for the choices they make
 - ❑ Stages of Change: Coaches elicit best thinking regarding behaviors employees *choose* to change and are *ready* to change
 - ❑ Confidentiality: Health Coaching Staff adhere to the strictest level of confidentiality
-

Health Coaching

☐ Focus Areas:

> Tobacco

> Nutrition & Weight Management

> Stress Management

> Exercise

Disease Management[®]

- ☐ Diabetes
 - ☐ Asthma
 - ☐ COPD
 - ☐ Hypertension
 - ☐ Hypercholesterolemia
 - ☐ Chronic Kidney Disease
 - ☐ Depression
 - ☐ Gerd
 - ☐ Migraine Headaches
-

The Change

Outcomes & Results

Clarian Healthy Results®

Total Health Management Sample Savings Worksheet

Current Employee Base

Full Time Employees	1,200
Dependents(1)	2,400
Total Covered Lives	3,600

Current Medical Spend

2007 Average Annual Medical Spend per Covered Life(2)	\$ 3,625
Total Covered Lives	3,600
Total 2007 Medical Spend	\$ 13,050,000

Current Medical Spend Five Year Trend

	2007	2008	2009	2010	2011
Anticipated Annual Medical Spend Inflation(3)	0.00%	8.40%	8.40%	8.40%	8.40%
Annual Medical Spend Assuming Status Quo	\$ 13,050,000	\$ 14,146,200	\$ 15,334,481	\$ 16,622,577	\$ 18,018,874

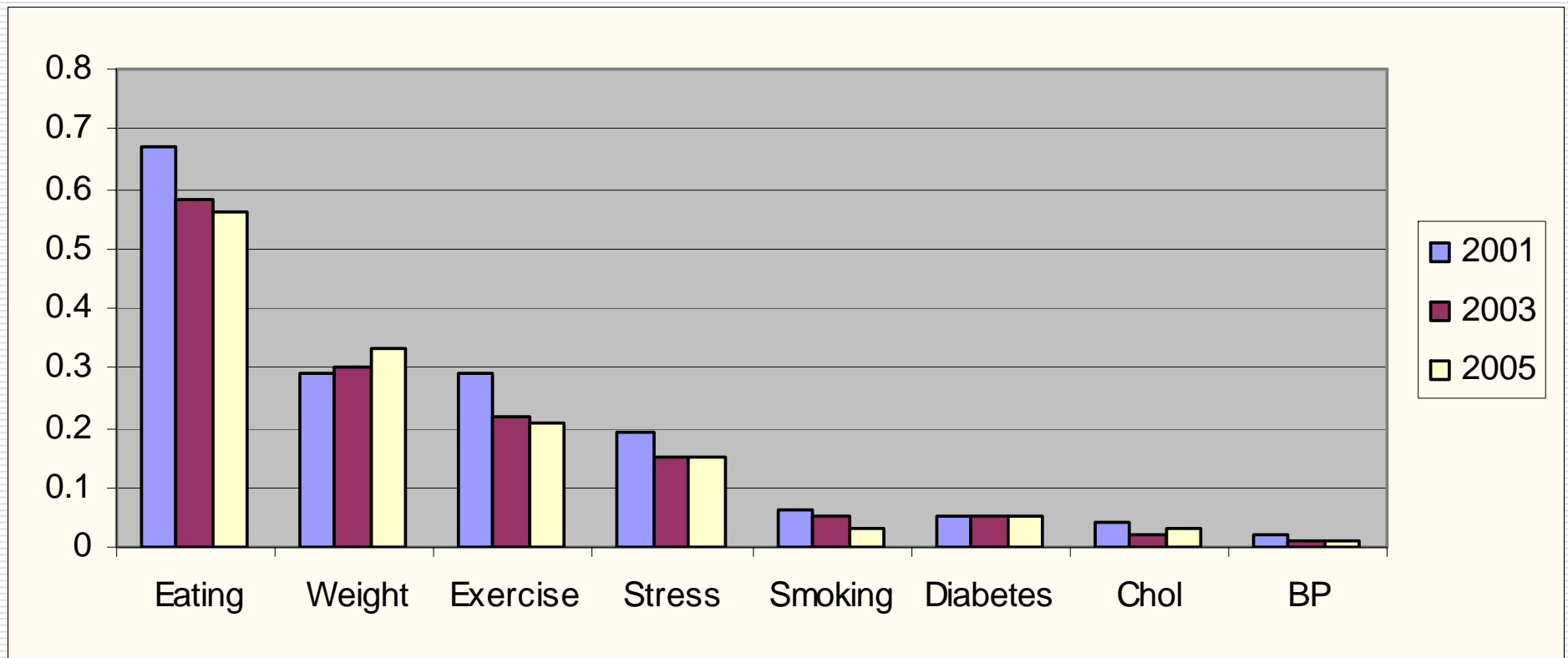
Clarian Tipton Total Health Management Intervention

	2007	2008	2009	2010	2011
Anticipated Medical Spend Mitigation(4)	-3.70%	-3.70%	-3.70%	-3.70%	-3.70%
Annual Medical Spend with Clarian Healthy Results	\$ 12,567,150	\$ 13,157,806	\$ 13,776,223	\$ 14,423,705	\$ 15,101,620

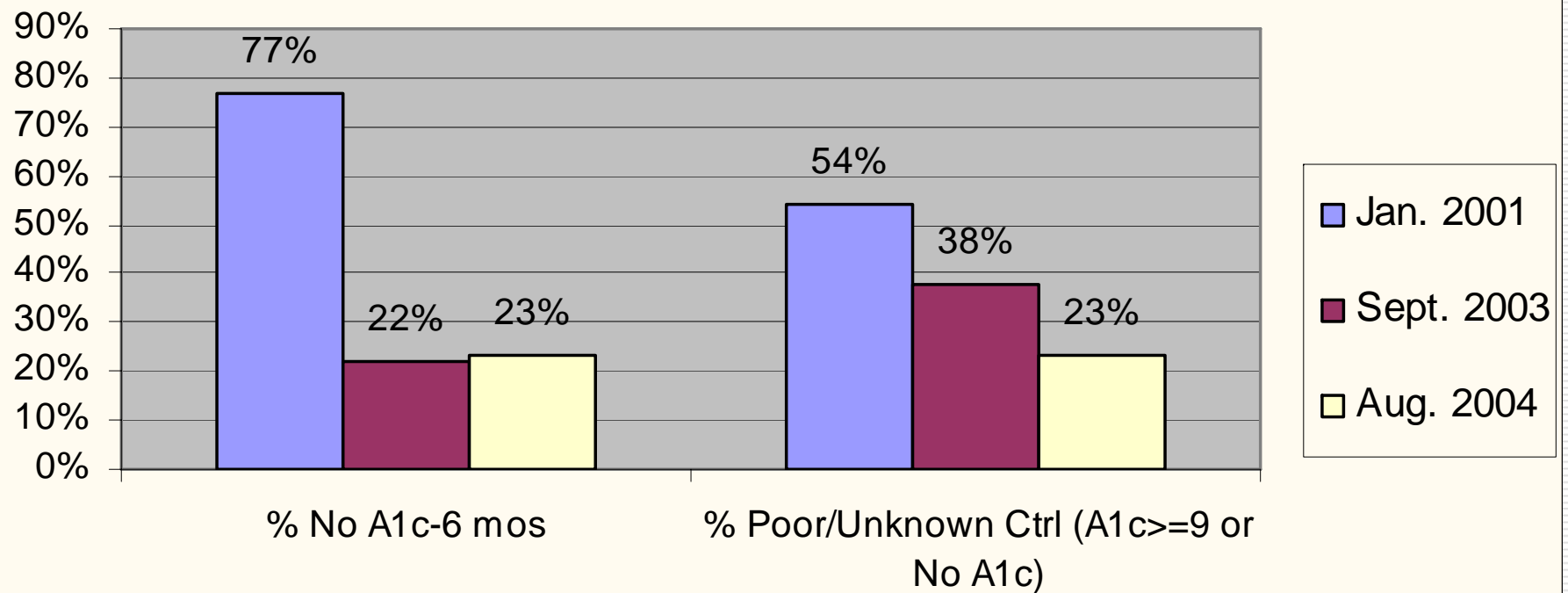
Clarian Tipton Total Health Management Program Savings

	2007	2008	2009	2010	2011
Gross Savings Against Medical Spend	\$ 482,850	\$ 988,394	\$ 1,558,258	\$ 2,198,872	\$ 2,917,254
THM Program Costs(5)	\$ 37,500	\$ 37,440	\$ 38,938	\$ 40,495	\$ 42,115
Net Savings Against Annual Medical Spend	\$ 445,350	\$ 950,954	\$ 1,519,320	\$ 2,158,377	\$ 2,875,139

Health Risk Assessment



Diabetes Care



Return on Investment

- ❑ Studies at 9 large employers (500 – 50,000 employees) showed a range of ROI from 1.4 - 4.9:1.0.
- ❑ Median ROI was 3:1.

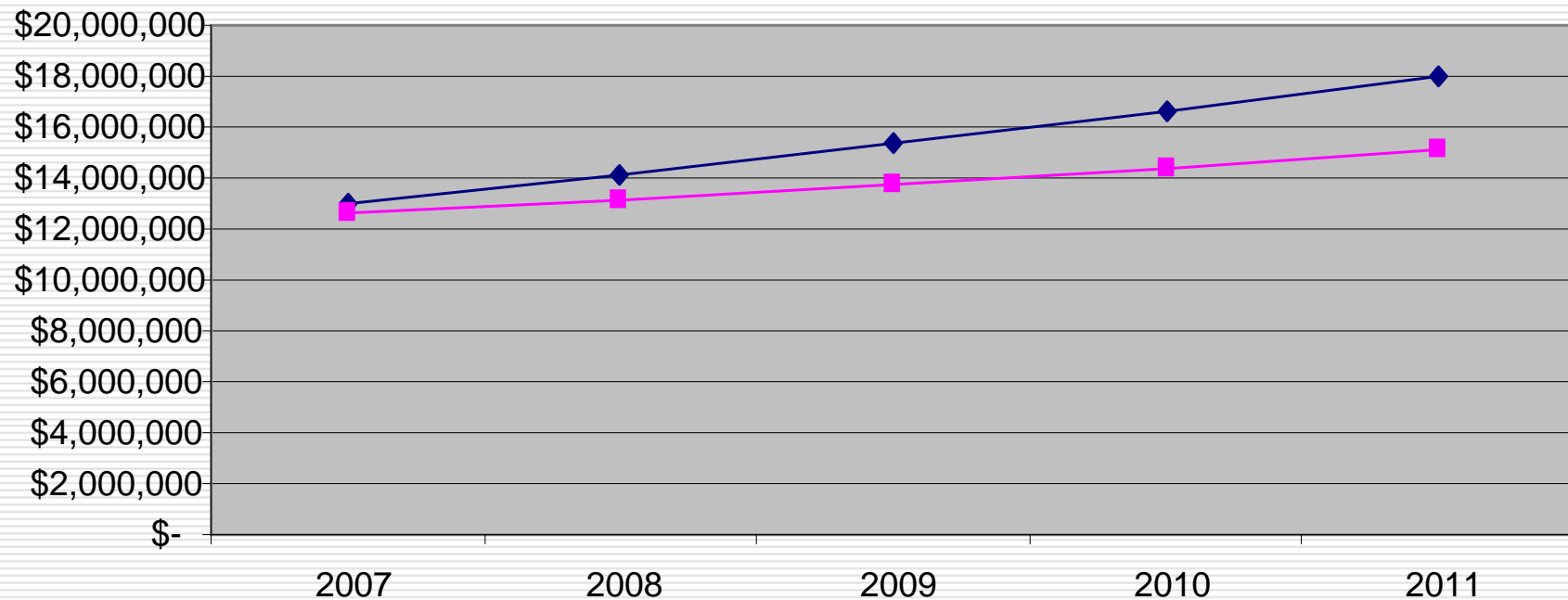
Source: Goetzel, Juday,
Ozminkowski. AWHP's
Worksite Health, Summer
1999, PP. 12-21

Return on Investment

- ❑ Metanalysis of 56 peer reviewed studies with median year of publication of 1994 by Larry Chapman (Art of Health Promotion, July/August, 2005).
 - ❑ Avg. decrease health care costs – 26%
 - ❑ Avg. decrease absenteeism – 27%
 - ❑ Avg. ROI – 5.81:1.0
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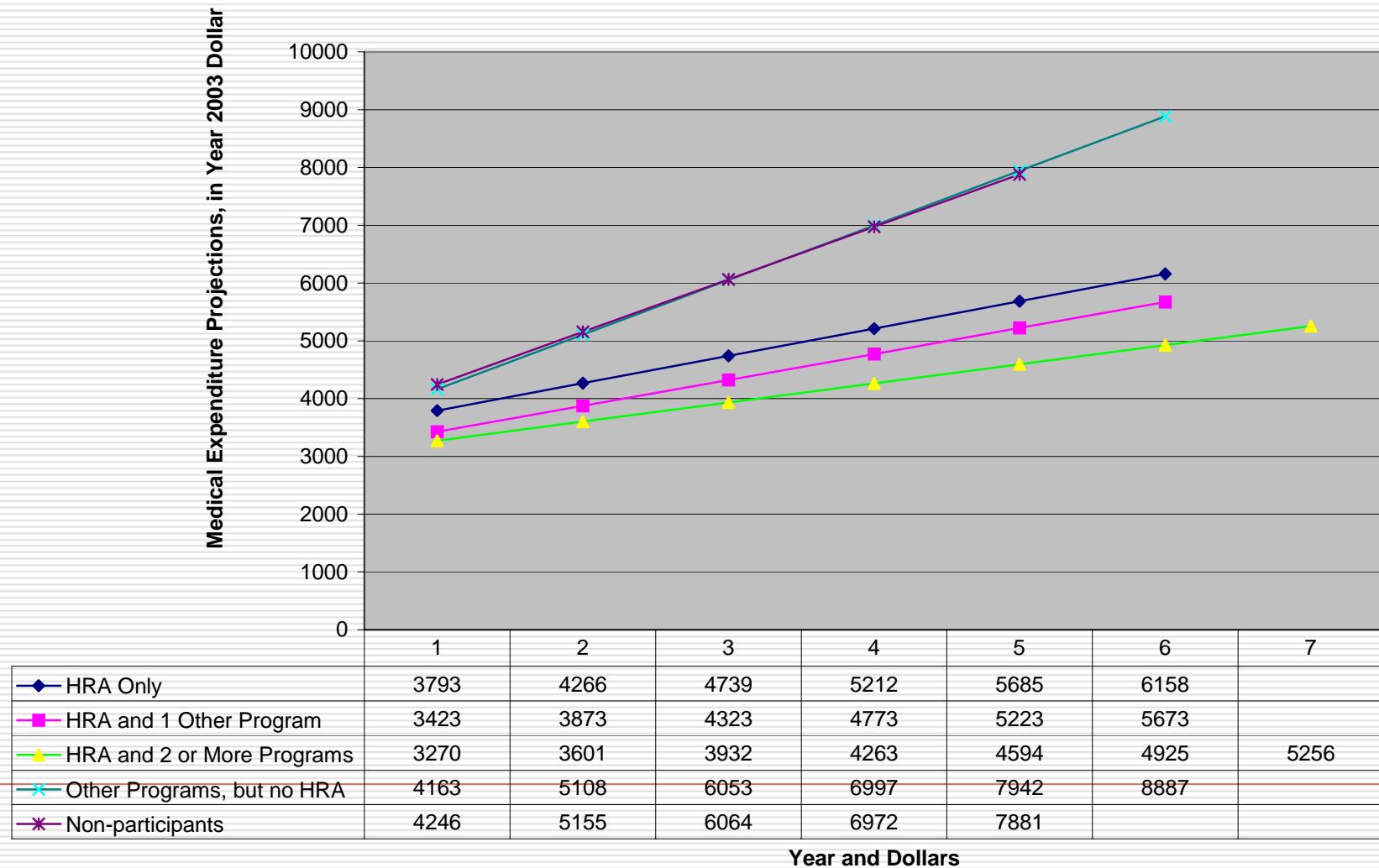
Employee Health Care Costs

Medical Spend Trends



- ◆— Annual Medical Spend Assuming Status Quo
- Annual Medical Spend with Clarian Healthy Results®

Study Outcomes of Large Employer

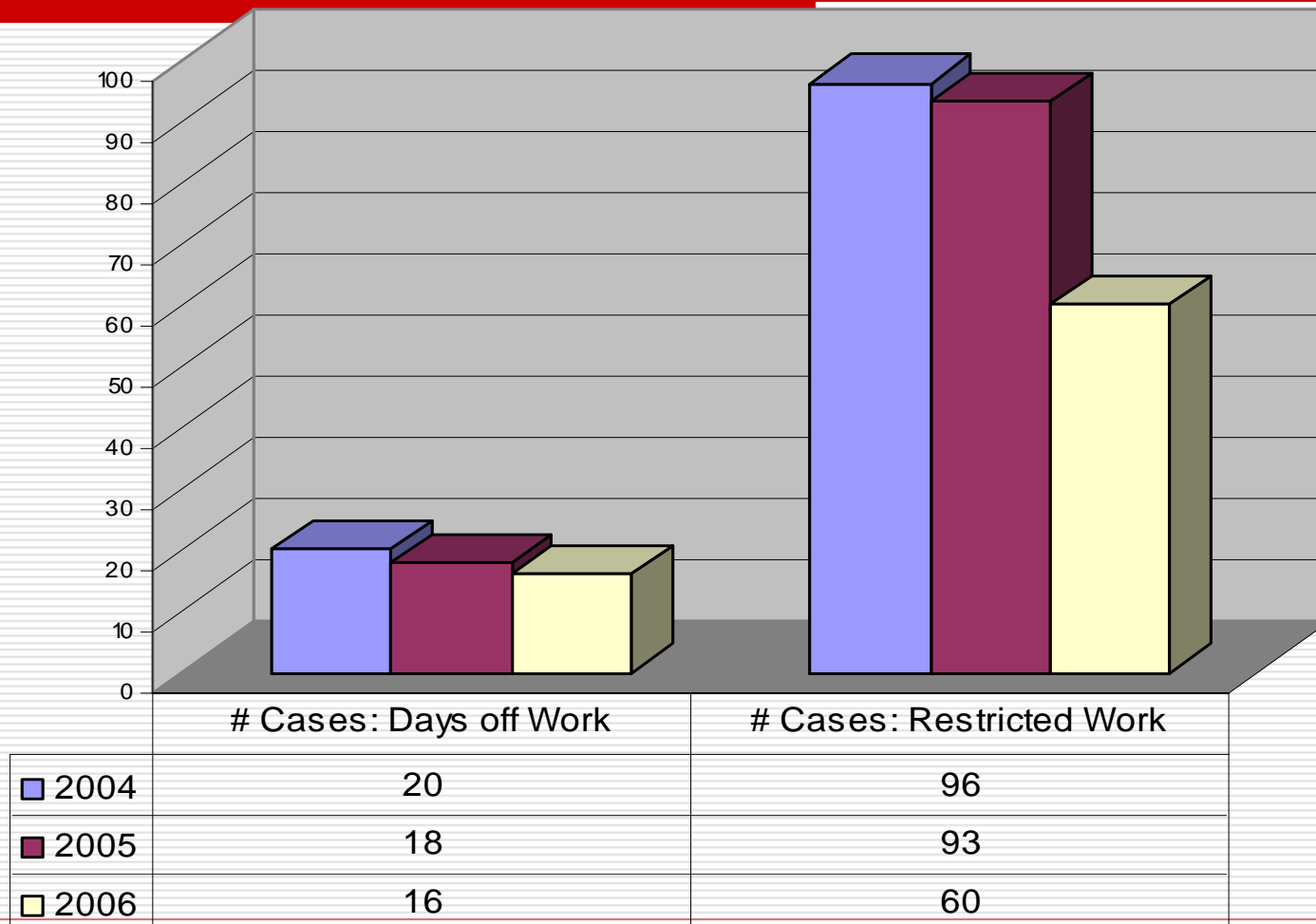


Summary of Findings

- ❑ Participating in the HRA program saved money.
- ❑ Adding other programs on top of the HRA saved more money.
 - Those other programs included biometric screening, wellness classes, or nurse call-in phone line programs.
- ❑ Using health promotion programs without also using an HRA was not helpful.
 - HRA results may channel utilization in an appropriate manner.

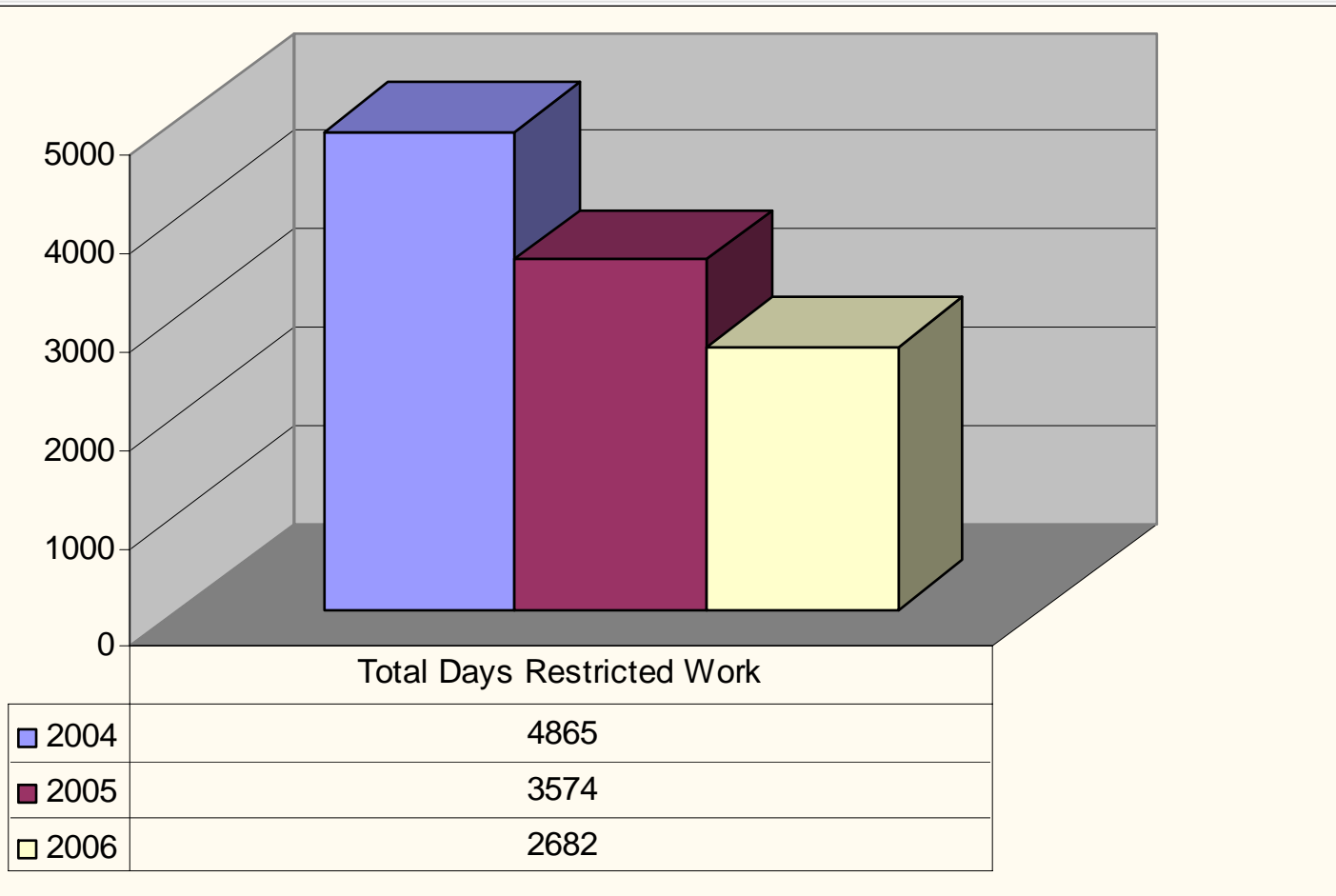
Outcome Measurements

Productivity/Days Lost for On-Site Program: Manufacturer



Outcome Measurements

Productivity/Days Lost for On-Site Program: Manufacturer



Thank You

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